Anveshan

DISCOVER EXPLORE CHOOSE

A CAREER DISCOVERY INITIATIVE

TRANSPARENCY

Psychometric Standards

The science behind Anveshan, and our honest commitment to it.

An initiative of the Infinity Leadership Academy

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THE SCIENCE BEHIND YOUR RESULT

What stands behind Anveshan

Anveshan is built on established, respected frameworks that psychologists and career researchers have used for decades to understand people. You deserve to know exactly what stands behind your result, so here is the science we use, and the honest commitments we hold ourselves to.

THE FIVE LENSES WE MEASURE

Five lenses on the real you

Interests RIASEC MODEL

Based on Holland's theory of career interests, one of the most widely used frameworks in career guidance worldwide. It reads what kinds of work you are genuinely drawn to.

Strengths APPLIED STRENGTHS, FROM REAL EVIDENCE

The strengths you show when you work: working with people, managing yourself, practical hands-on skill, creativity, and a feel for the natural world. We read these from what you have actually done, not from how you rate yourself, because real behaviour is a truer signal than self-belief. Your thinking abilities are measured separately, in the aptitude lens, so nothing is counted twice.

Abilities FOUR REASONING DOMAINS, TESTED

A short, timed test of how you reason with words, numbers, logic and space. Unlike the self-report lenses, this one has right answers, and we read your result against other students in your own grade.

Personality THE BIG FIVE

Based on the most researched and validated model of human personality in the world. It shows how you tend to work and relate to others, with no better or worse.

Work Values WHAT MATTERS TO YOU IN WORK

The things that would make a career feel right: security and stability, independence, creativity, helping others, recognition and leadership, variety, and work-life balance. This is a mirror for you and your counsellor to reflect on, and we do not use it to rank your careers.

HOW WE KEEP IT HONEST

Our commitments to you

We report bands, not false-precise scores.

Matches are shown as strength-of-match bands, Strong fit, Good fit, Worth exploring, and abilities as High, Average or Low for your grade, never exact percentages that pretend to a certainty no assessment truly has.

We ask clear, forced choices.

Our self-report questions use a four-point scale with no neutral middle, so a tired or unsure answer cannot hide in the centre and quietly weaken your result.

We measure strengths by evidence, not self-flattery.

Strength questions ask what you have actually done, so the result reflects real behaviour rather than confidence.

We time the abilities test and compare fairly.

The reasoning test is timed and read against grade-level norms, so everyone is measured on the same footing. While our first students build those norms, the bands are provisional, and we say so.

We check the reliability of every response.

Built-in attention and consistency checks tell us, honestly, how carefully an assessment was taken, and we report that reliability openly.

We never show earnings.

We leave salaries out of the report entirely, so that pay never pulls a young person away from work that truly fits them.

We give dignity to every path.

Our science is used to open doors, never to rank a young person or close one.

We are honest about where we are.

As more students take Anveshan and share their experience, we validate and refine the instrument against real data. We would rather tell you the truth about our stage than claim a precision we have not yet earned.

A mirror, not a verdict.

That is our standard.

Anveshan, an initiative of the Infinity Leadership Academy.
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